

## SCOTTISH GOVERNMENT MINISTERIAL SUMMIT ON EMPLOYABILITY 2018 NO ONE LEFT BEHIND: REVIEW OF EMPLOYABILITY SERVICES

In March this year we published *No One Left Behind: Next Steps for the Integration and Alignment of Employability Support in Scotland*. In that plan we initiated a discussion with people who use services, providers, commissioners of services and other partners, to understand how we can continue to improve our employability system – placing people at the center of its design and delivery, to help us meet the aims in the National Performance Framework and the following objectives set out in *No One Left Behind*:

- a system that provides flexible and person-centred support;
- is more straightforward for people to navigate;
- is better integrated and aligned with other services;
- provides pathways into sustainable and fair work;
- is funded in a simple and co-ordinated way;
- is driven by evidence, including data and the experience of users; and that
- supports more people to move into the right job, at the right time.

Building on the experience of delivering Fair Start Scotland, what we have heard through the review, as well as the evidence that has built up over the last few years, we set out today – in **No One Left Behind: Review of Employability Services** – our commitment to work with our partners to make the following improvements to the system:

- we will work with local authorities to integrate investment in Activity Agreements and the Scottish Employer Recruitment Incentive, into a **new local employability delivery model managed collaboratively between Scottish Government and Local Government from April 2019**.
- a comprehensive delivery and funding arrangement, with clear governance and accountability structures, will take more time to deliver, but over time, funding for other programmes, such as the Employability Fund and Community Jobs Scotland will be integrated into this model, through a process which will involve other partners in the planning and delivery of services.
- we will work with local authorities and partners to develop and introduce a collectively agreed **national outcomes and measurement framework** that enables front line service providers – public, private and third sector – to align their activity and deliver more flexible services to the people that need them most and enable consistent measurement of their effectiveness. Alongside this framework, we will develop the thinking on how people who rely on these services can influence how they are developed, and how they are delivered.
- working with Skills Development Scotland, Local Government and other partners, we will explore the feasibility of developing the **national all-age employment support offer, developing existing digital careers and employability platforms, alongside improved alignment with health and other services**.
- building on the employability innovation and integration fund and integration activity in *No One Left Behind*, we will continue to work at local, regional and national level to improve the **join up between employability services and other provision**, focussing on health (including mental health), housing and justice.
- building on the success of improvement collaboratives across the public sector, we will invest in, and build, a similar commitment to collaborative **improvement, innovation and user-led design across the employability sector**.